

Dear Emerging Leaders,

Welcome to the first edition of *The ELPost*! This newsletter is brought to you by the Alumni Communications Group (ACG), a subcommittee of the newly formed Emerging Leader Alumni Board (ELAB.) Our goal is to provide you with information on upcoming events, updates on important HHS news, and articles on a variety of topics of interest to Emerging Leaders. Additionally, *The ELPost*! is a forum for you to post any personal or professional announcements you would like to share with your fellow Emerging Leaders.

The idea for a newsletter sprang from both informal conversations amongst EL's and more formal discussions within the Alumni Workgroup about ways we can keep in touch with each other and maintain the EL network, especially after graduation. Thus, the ELAB created the ACG, and *The ELPost*! was born! (Can you tell from the acronyms that we are acclimating to the federal environment?) This E-publication is created on a voluntary basis and will be distributed quarterly to all current Emerging Leaders and EL Alumni.

In this edition of *The ELPost*! you will find an article describing in more detail the creation of the Emerging Leader Alumni Association, a Spotlight on Emerging Leader Nairuby Beckles (CDC, '05), articles regarding our pay, a list of upcoming conferences, and much more! We hope that this newsletter will serve you well. We also encourage you to take an active role in its production. Whether you would like to write only one article or would like to maintain a regular column, we welcome your participation! We also invite any suggestions or ideas you may have for articles, information about upcoming conferences and professional meetings, and personal or professional announcements (job changes, marriages, anniversaries, births, etc...). If you are interested in contributing to *The ELPost*! and/or becoming a member of the ACG please contact the co-editors: Jennifer Greaser (jgreaser@cdc.gov) and Stefani Salazar (stefani.salazar@hhs.gov).

Thanks for your interest. Enjoy!

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Co-editors

Jennifer Greaser (CDC, '05) – jgreaser@cdc.gov
 Stefani Salazar (NIH, '06) – stefani.salazar@hhs.gov

Contributing Editors

Nairuby Beckles (CDC, '05) Rebecca Desrocher (NIH, '06) Patrick Wells (NIH, '06)
 Justin Cormier (CDC, '07) Amanda Reyes (HRSA, '05)



Class of 2007!

OpDiv

ACF

Jason Bohn
 Jolleen George
 Richard Nicholls

Career Track

Social Science
 Social Science
 Administrative

AHRO

Megan Meyers

Social Science

CDC

Guillermo Aviles-Mendoza	Administrative
Michelle Canady	Administrative
Colleen Choi	Public Health
Anisse Chung	Public Health
Justin Cormier	Administrative
Kimberly Crenshaw	IT
Lateka Dammond	Administrative
Chinyere Ekechi	Administrative
Jamylle Gilyard	Public Health
Christina Hartman	Public Health
Katherine Kolor	Scientific
Aleisha Langhorne	Public Health
Cory McGill	Public Health
Lehida Melendez-Morales	Public Health
Jennifer Meunier	Public Health
Ferdinand Pietz	Public Health
Jennifer Sewell	Administrative
Monica Torres	Administrative
Nathan Volk	IT

CMS

Daniel Bailey	Public Health
April Goggans	Social Science
Megan Homer	Public Health
Linda Lang	Social Science

FDA

Jennifer Miller	Scientific
Joseph Milone	Scientific
Meghan Murphy	Scientific
Keya Sau	Scientific
Lawanda Schief	Scientific

HRSA

Hilary Cherner	Administrative
Camha Le	Public Health

IHS

Hershel Gorham	Administrative
Jeremy Marshall	Administrative

~ continued on page 2 ~

Emerging Leader Alumni Board

~ Nairuby Beckles, CDC '05 ~

Perhaps you've seen the term ELAB and are wondering how can there possibly be one more acronym that you need to add to your already overflowing memory. What is the ELAB and what does it mean for me?

The ELAB is the **Emerging Leader Alumni Board**, a product of the Alumni Workgroup created in 2005. The ELAB consists of a talented and dedicated team of Emerging Leaders and ELP Alumni representing the Class of 2004, 2005, and 2006. Board members have dedicated their time and energy to the promulgation of a core set of alumni services and activities.

The mission of the ELAB is to promote the goals of the HHS Emerging Leaders Program through continued facilitation of leadership development, networking, mentoring, information sharing, and camaraderie. The ELAB hopes to support alumni relations by promoting:

- 1) Autonomy to conduct programs/events to serve the ELAB constituency
- 2) Partnership with the ELP (where feasible and beneficial to the ELAB & ELP)
- 3) Senior leadership support of alumni efforts.

Board members serve on one (or more) of five (5) committees established by the Board that include Communications, EL Exchange, Annual Conference, Strategy & Innovation, and Constituent Services. Each committee is responsible for certain key components of a successful alumni organization such as arranging social and professional networking events, organizing annual conferences for continued learning, keeping communications open with current and former ELs, as well as formulating strategies for the continued growth and development of the organization.

ELAB Board Members (as of October 2005)

Nairuby Beckles	Board co-Chair*	CDC	Class of 2005
Nakki Price	Board co-Chair*	CDC	Class of 2005
April Forsythe	EL Exchange (Lead)	CMS	Class of 2005
Dawn Nelson	EL Exchange	OS	Class of 2005
Keisha Shropshire	EL Exchange	NIH	Class of 2005
Jen Greaser	Communications (Lead)	CDC	Class of 2005
Stefani Salazar	Communications	NIH	Class of 2006
Catherine Vladitui	Constituent Services	RSA	Class of 2005
Krista Crider	Annual Conference	CDC	Class of 2005
Elizabeth Skillen	Strategy & Innovation	CDC	Class of 2005
Darrick Early	Strategy & Innovation	OS	Class of 2004

(Board Chairs also serve on several committees)

The Board meets via conference call once a month on the third Thursday of the month from Noon – 1 pm (normal lunch hours) and always welcomes new members. Please contact Nairuby Beckles (nbeckles@cdc.gov) or Nakki Price (nprice@cdc.gov) if you are interested in joining.



Welcome Class of 2007

~continued from page 1~

OpDiv

NIH

Rachel Banov	Administrative
Anna Beitin	Public Health
Stacy Carrington-Lawrence	Scientific
Sonja Clarke	IT
Jeanette Contreras	Administrative
Zuheil Diaz-Rosa	Administrative
Alok Doshi	Administrative
Kristen Finne	Public Health
Robert Gladden	Social Science
Laurencia Hutton	Public Health
Pedro Morales	Administrative
Chana Rabiner	Scientific
Chen-Tin Tsai	Public Health
Bridget Williams-Simmons	Scientific

OS

Jason Bennett	Administrative
Victor Lazzaro	Administrative
Shanaz Mobley	Human Resources
Cheryl Schadler	Administrative

PSC

Oluwatoyin Akintoye	Administrative
Farrah Eugene	Administrative

SAMHSA

Erica Pearson	Public Health
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July marked the fourth year in which a new class of EL's began their employment with HHS. The class of 2007 is slightly smaller than those that came before it. Here is the breakdown by Track and OPDIV

By OPDIV:

ACF – 3	FDA – 5	OS – 4
AHRQ – 1	HRSA – 2	PSC – 2
CDC – 19	IHS – 2	SAMHSA – 1
CMS – 4	NIH – 14	

By Track:

Administration Track:	22
Information Technology:	3
Public Health:	17
Scientific:	9
Social Sciences:	6

Alumni Spotlight

Nairuby Beckles

CDC – Class of 2005



Q: What is your current position and OPDIV?

A: I am a Management and Program Analyst with CDC. In my current role, I am part of the immediate staff of the Deputy Chief Operating Officer. He is responsible for a broad array of operations management areas including the employee relations and personnel issues, EEO, Ethics, the CDC Labor-Management Cooperative Council, CDC's interactions with the Federal Executive Board, the President's Management Agenda, and final approval of all management policies and memoranda. I participate in policy development and review and play a role in the coordination of agency efforts in many of these areas. My focus lately has been in coordinating CDC's efforts in the strategic management of human capital.

Q: Where are you from originally?

A: Originally, Brooklyn, NY.

Q: What is your background? (Education, experience, etc.)

A: I am currently enrolled full-time in the Master of Public Administration program at the University of Georgia. I have my Bachelors of Engineering (B.E.) in Engineering Science with a specialization in Bio-medical Engineering from Hofstra University (NY). Prior to joining the ELP, I completed two years of graduate studies towards a Masters of Science in Regulatory Affairs and Health Policy at Massachusetts College of Pharmacy in Boston, MA and worked in clinical and regulatory affairs for a hospital consortium and several different medical device consultants, designers and manufacturers.

Q: What do you enjoy doing in your free time?

A: Between a full class schedule and working full-time I can honestly say I don't have much spare time! But when I do, I am a Reality TV junky or reading a good book. If I had more free time, I would probably be coaching Pee-wee Cheerleading again.

Q: What led you to the EL Program?

A: After undergrad, and one attempt at interning with the FDA, I moved to Boston as an Intern in Regulatory Affairs with a well-established medical device consulting firm; that job lead to other jobs that progressed me in my field but I was still entry-level and wanted more. For me the EL Program was a way to learn more about why the government (mainly the FDA) does what it does (and how) to protect us all from medical technology related industries. I was more intrigued by regulation and how rules got made than I was with following the rules.

Q: What was your best experience as an EL?

A: My best experience as an EL was working on the LRN Group Project. As "important" as the project was, it wasn't the content but the group-work context in which we were charged to complete it that I treasure the most. I learned a great deal about my natural leadership abilities and areas that I needed to improve on. The experience also taught me the value of diversity and challenged me to act in an environment with no hierarchical structure, with no "boss". It was quite the experience and an excellent opportunity to develop both personally and professionally.

Q: What advice would you give to current ELs?

A: One thing that comes to mind is to *make the best of any and all situations*. The program is designed to develop us professionally through training and personally through its many challenges. Believe it or not, some of these challenges are by design. For example, many of you may feel that your assigned office may not be the right fit for you. It's up to you whether you research other options, have an open discussion with your supervisor and mentor about creating a better-fitting position description, or jump ship immediately. Any way you handle the situation, it can be a politically charged decision that will take time. So make the best of it. You never know what knowledge and experience your supervisor may be able to offer you in the meantime.

Q: Where do you see yourself in 10 years?

A: Eventually I see myself in an executive or advisory role. I also see myself as an accomplished author and entrepreneur/small business owner. None of which, I believe, has to take me out of the civil service. For me, the sky is the limit. Life is so much more than a career track.

Q: Why did you decide to co-chair the alumni association?

A: My reasons are many-fold. Throughout my two-years in the program, I've participated in the voluntary creation and successful implementation of so many ELP (side) projects that served the common good.

Through these experiences, I learned a lot about how to lead leaders. I had great examples to follow and I felt I was up for the challenge of coordinating a multi-state effort to maintain camaraderie and connectivity amongst EL Alum. I thought this would be a great opportunity to work with more of my colleagues and to develop yet another "program" for us and by us in the Class of 2005 tradition.

Who knows what the Association will look like five-years from now? I just hope to spark a flame and maybe carry the torch for the first leg. This is a team effort, a collegial effort, and a generational effort that will take time and change hands many times over. What the Board has the opportunity to do today is to set the tone and the pace. Hopefully, if we are successful, we'll share the wealth our efforts for years to come.

Pay Raise for Civil Service Workers passed by the Senate – No Guarantees

~Amanda Reyes, HRSA '05 & Jennifer Greaser, CDC '05 ~



On October 20th, the Senate passed a 3.1 percent average pay increase for civil service workers for FY06. This is the same pay increase that was passed by the House of Representatives on June 30th. The increase is included in the FY06 Transportation, Treasury, Housing, and Urban Development Appropriation Bill (H.R. 3058).

This measure is different from the original Bush Administration proposal, which recommended a 2.3 percent raise for civil service employees, and a 3.1 percent raise for military personnel. Congress's decision to match the civil service raise with the military raise is in line with the historical trend; Congress has approved equal pay adjustments for 17 out of the past 19 years.

The Office of Management and Budget issued a statement that the Bush Administration strongly opposed the 3.1 percent civil service pay increase, because of the expense and the possible impact on the Department of Homeland Security's and the Department of Defense's efforts to implement new personnel and payment systems. The National Treasury Employees Union (NTEU) issued a statement supporting the increase. "There is clear and strong bipartisan support for a 3.1 percent pay raise for civilian federal employees next year," commented NTEU president Colleen M. Kelley. "I urge the White House to respect the action taken by Congress and support the 3.1 percent pay raise."

While the bill is now set to go to conference, it is possible the federal pay raise may be included in a package of cuts to offset spending on Hurricane Katrina. It is one of many options being considered by members looking to save money. Members of Congress also voted to forego their own pay raise this year (1.9% or \$3,100) in the wake of Katrina spending and large budget deficits.

Draft Legislation Proposes Broad Changes to Civil Service

~Amanda Reyes, HRSA '05 & Jennifer Greaser, CDC '05 ~

The Bush Administration has drafted a bill which proposes to eliminate the General Schedule pay framework by 2010. This draft, known as the 2005 Civil Service Modernization Act, is still being refined and has yet to be sent to Congress. The proposed bill would implement occupational pay groups, pay

bands within these groups, and pay-for-performance across the government. Agencies would be required to submit plans for implementing pay-for-performance systems to the Office of Personnel Management (OPM) by 2008, or be required to adopt a standard OPM system.

Changes to the civil service may be inevitable in order to cope with an aging workforce, an increasing focus on performance-based measurement in government, and trends in human resource management in the private sector. Already, more than 50 percent of federal employees have been exempted by Congress from large parts of the civil service law. Drastic changes to personnel rules are being implemented at the Department of Homeland Security (DHS) and the Department of Defense (DoD).

Congress may not be warmly receptive to the draft legislation. The FY06 Transportation, Treasury, Housing, and Urban Development Appropriation Bill (H.R. 3058) removed the \$2.6 million that the White House requested for OPM to explore government-wide personnel system changes. The language also reflects a more cautious attitude, directing OPM to "continue the implementation and refining of the new human resources management systems at the DoD and the DHS before bringing the system to other agencies and departments." Tom Davis, R-VA., whose panel oversees the federal workforce, also has a wait-and-see outlook. His spokesman has said "Any decision to expand personnel reforms on a government-wide basis should be based on the experiences of DHS and DoD." On the other hand, Davis "remains open to working with the administration and is amenable to less extensive, common-sense reforms for other agencies."

Links to More Information

Government Executive's Jobs and Career Section:

<http://www.govexec.com/jobs/>

Washington Post Federal Page:

<http://www.washingtonpost.com/wp-dyn/content/politics/fedpage/index.html>

Status of FY2006 Appropriations Bills:

<http://thomas.loc.gov/home/approp/app06.html>

Avian Flu? Medicaid cuts? E-Health Records?

What's new in your agency? Have some news you'd like to share?

The EL Post is looking for you! We are currently seeking articles about "what's new" in HHS agencies.

To submit an idea or article, please write to Jen Greaser & Stef Salazar. We'd love to hear from you...



Best Places to Work in the Federal Government 2005

Recently, the Partnership for Public Service and American University's Institute for the Study of Public Policy, in association with U.S. News and World Report, released their list of the Best Places to Work in Federal Government. Rankings are based on employee satisfaction as reported on OPM's Federal Human Capital Survey.

HHS ranked 17th out of 30 Federal Agencies with a score of 61 (OMB ranked first with a score of 77.5.) Subcomponents of each federal agency were also ranked. Here is the breakdown for HHS:

1. Indian Health Service
2. Food & Drug Administration
3. National Institutes of Health
4. Centers for Disease Control & Prevention
5. Office of the Secretary
6. Centers for Medicaid & Medicare Services
7. "All other components"

You can learn more about the rankings at:

<http://www.bestplacetowork.org/>

Money, Money, Money...

~ Jennifer Greaser, CDC '05 ~



Have you heard the news? HHS is only funded through November 18th, 2005. Ok, just technically. What do we mean? Currently, the Department is being funded through a continuing resolution, the result when both chambers of Congress fail to pass an appropriations bill to fund the upcoming fiscal year. Oddly enough, this happens quite often. The continuing resolution prohibits HHS agencies from initiating or resuming programs not funded in FY 2005 and from awarding new grants. It allows HHS programs to continue being funded at the lowest levels that have passed either the House or the Senate for FY06 or at the FY 05 level (whichever is lowest).

While the House passed their version of the bill in June this year, the Senate was unable to meet the September 30th deadline before the start of fiscal year 2006. Progress has been made, however. On Thursday (10/27), the Senate passed its FY 06 Labor-HHS appropriations bill providing \$141.7 billion in discretionary funding to the Departments of Labor, HHS, and Education. The bill was passed with many amendments, including one offered by Senator Tom Harkin (D-IA) allowing for \$8.2 billion in emergency funds for avian influenza preparedness. This funding is directed to the HHS Public Health and Social Services Emergency Fund in the Office of

the Secretary. Additionally, an amendment by Senator Tom Coburn (R-OK) passed that would reduce the aggregate appropriations for travel, conference programs and related expenses for HHS by \$15 million.

With the November 18th deadline looming when the continuing resolution is set to expire, the two versions of the bill will now go to conference to work out the differences. While no conference date has been scheduled yet, conferees have been chosen. We'll certainly be keeping a close eye on this one!



Ever wonder how your former ELP colleagues are doing and not had the time to pick up the phone or send an email?

Do you ever reminisce about the Happy Hours and lunch and dinner conversations you once enjoyed in the company of your fellow Emerging Leaders?

Want to get to know current ELs and EL Alums?

If you answered yes to any of the above questions, then come join us at the next

EL EXCHANGE

Tuesday, November 8th, starting at 5:30p at

Fado

808 7th St. NW, Washington D.C.

<http://www.fadoirishpub.com/>

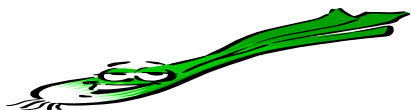
Chinatown and Gallery Place Metro Stops

In the coming months the Emerging Leaders Alumni Board (ELAB) will begin hosting the *EL Exchange*.

The *EL Exchange* is a series of quarterly social and professional networking events designed to give Emerging Leaders Program Alumni, current Emerging Leaders, and friends of the Emerging Leaders Program an opportunity to reconnect.

We are currently looking for Event planning volunteers to serve on the EL Exchange Committee (part of the Emerging Leaders Alumni Board.) This is a great opportunity for those of us who are interested in bringing everyone together in the spirit of fun and reminiscing on the good old days.

If you are interested in volunteering, please contact April Forsythe at 410-786-9114, or by email, April.Forsythe@cms.hhs.gov,



THE EL Scallion

(Not to be confused with The Onion)

~ Patrick Wells, NIH '06 ~

Note from the editors: One thing you learn very quickly in this program is that you have to have a sense of humor otherwise you will go nuts! One intern in the class of 2006, Patrick Wells, is particularly known for his sense of humor. His perfect blend of professionalism, wit, and self-effacing humor made him the perfect candidate when we were searching for someone who could provide a slightly different perspective on our experiences as Emerging Leaders. Enjoy!

Performance Evaluations: Reading between the lines

The other day I came across a desperate letter written by an intern who was upset by a recent performance evaluation by her supervisor. The letter was written to her mentor, a seasoned federal employee, who helped her interpret what the evaluation REALLY meant...

Dear Mentor:

I have been deeply troubled by my recent performance evaluation. It appears that my supervisor may be dissatisfied with my performance. Here is what it said:

1. Works well when under constant supervision and cornered like a rat in a trap
2. This young lady has delusions of adequacy
3. She sets low personal standards and consistently fails to achieve them

What do you think this means?

Yours truly,
Perplexed Protégé

My Dear Protégé:

I don't believe you need to be concerned at all about your rotation evaluation. Indeed, you have a number of positive characteristics that were commented on.

For example, the comment, "Works well when under constant supervision and cornered like a rat in a trap" simply means you are deadline oriented and well acclimated to office spaces shaped like rat mazes. Very good!

Second, the comment, "This young lady has delusions of adequacy" is exactly the point of your program! True, Eleanor Roosevelt said, "The future belongs to those who believe in the beauty of their dreams"! But we are not being paid to believe in the beauty of our dreams, we are paid to sit in our cubicles and push paper! Your delusions of adequacy indicate that you are a pragmatist! Nice work!

Third, the comment "She sets low personal standards and consistently fails to achieve them" is exactly what you should be doing. Small tasks and low personal standards lack impetus. Why should we spend our time on them? As Stephen R. Covey says, "You've got to focus on your priorities and not let the little stuff get in the way". It would seem that by failing to meet low personal standards you are doing exactly as Covey suggests and focusing on the big personal objectives. Job well done!

Sincerely,
Your proud Mentor

Upcoming Conferences

27th Annual APPM Research Conference:

Understanding and Informing Policy Design

November 3-5, 2005 -- Washington, DC

<http://www.appam.org/conferences/fall/dc2005/index.asp>

Society for Public Health Education 56th Annual Meeting:

Global Health Promotion: Bridging New Worlds and New Cultures

December 8-10, 2005 -- Philadelphia, PA

<http://www.sophe.org/>

APHA Annual Meeting

December 10-14, 2005 -- Philadelphia, PA

<http://www.apha.org/meetings/>

National Leadership Summit on Eliminating Racial and Ethnic Disparities in Health

January 9-11, 2006 -- Washington, DC

<http://www.omhsummit2006.org/>

Training Updates

Class of 2006 – (Center for Excellence in Gov't)

November 7-10, 2005 –

(CANCELLED)

February 21 - 24, 2006

April 4 - 7, 2006

May 9 - 12, 2006 (TENTATIVE)

Class of 2007 – (HHSU)

January 3 - 6, 2006

March 20 - 23, 2006

April 10 - 13, 2006

May 22 - 25, 2006